

WINTER 2020 RESULTS OF EVALUATION OF ADMINISTRATORS

Talia Chung (Library)

1. LEADERSHIP	Percentage of raters who selected responses:													Number responding	Means (excludes NA)
	1	2	3	4	5	NA	No answer								
1. In your view, does the University Librarian succeed in creating an atmosphere that promotes academic excellence? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	4.8%	2.4%	17.1%	33.3%	40.5%	2.4%	0.0%	0	42	4.15					
2. What is your assessment of the University Librarian's level of support for teaching and learning? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	4.8%	2.4%	4.8%	26.2%	59.5%	2.4%	0.0%	0	42	4.37					
3. What is your assessment of the University Librarian's level of support for research? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	2.4%	2.4%	11.9%	14.3%	61.9%	7.1%	0.0%	0	42	4.41					
4. What is your assessment of the University Librarian's level of support for collegial governance in the library? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	4.8%	7.1%	14.3%	14.3%	57.1%	2.4%	0.0%	0	42	4.15					
5. In your view, are the professional objectives of your unit achieved with this University Librarian? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	0.0%	7.1%	14.3%	35.7%	33.3%	9.5%	0.0%	0	42	4.05					
6. What is your assessment of the University Librarian in terms of her capacity and willingness to defend the interests of the Library with the Central Administration? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	2.4%	7.1%	9.5%	23.8%	52.4%	4.8%	0.0%	0	42	4.23					

Composite means for Section 1. Leadership  
Librarians' rating of Talia Chung: 4.23

2. ALLOCATION OF RESOURCES AND DUTIES	Percentage of raters who selected responses:													Number responding	Means (excludes NA)
	1	2	3	4	5	NA	No answer								
7. In your view, is this University Librarian impartial in the allocation of workloads? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	0.0%	0.0%	4.8%	28.6%	33.3%	33.3%	0.0%	0	42	4.43					
8. In your view, is this University Librarian impartial in the allocation of resources? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	0.0%	9.5%	11.9%	28.6%	35.7%	14.3%	0.0%	0	42	4.06					
9. During the term of this University Librarian, how has the number of librarians with administrative responsibilities in the Library changed? (1) greatly increased, (2) increased, (3) remained the same, (4) decreased, (5) greatly decreased, NA	17.1%	41.5%	17.1%	2.4%	0.0%	22.0%	2.4%	1	41	2.06					
10. Considering the operations of the Library, do you think that this increase/decrease (re: question 9) in the number of librarians with administrative responsibilities has been: (1) very detrimental, (2) detrimental, (3) acceptable, (4) beneficial, (5) very beneficial, NA	12.2%	17.1%	29.3%	9.8%	0.0%	31.7%	2.4%	1	41	2.54					
11. During the term of this University Librarian, how has the number of support staff providing administrative support to the Library changed? (1) greatly increased, (2) increased, (3) remained the same, (4) decreased, (5) greatly decreased, NA	0.0%	12.5%	15.0%	27.5%	2.5%	42.5%	5.0%	2	40	3.35					
12. Considering the operations of the Library, do you think that this increase/decrease (re: question 11) in the number of support staff providing administrative support to the Library has been: (1) very detrimental, (2) detrimental, (3) acceptable, (4) beneficial, (5) very beneficial, NA	10.0%	12.5%	20.0%	12.5%	2.5%	42.5%	5.0%	2	40	2.74					

Composite means for Section 2. Allocation of Resources and Duties  
Librarians' rating of Talia Chung (7-12): 2.94  
Librarians' rating of Talia Chung (7-8, 10, 12): 3.51

3. ADMINISTRATIVE ABILITY	Percentage of raters who selected responses:													Number responding	Means (excludes NA)
	1	2	3	4	5	NA	No answer								
13. In your opinion, does this University Librarian evaluate librarians fairly? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	0.0%	4.9%	12.2%	19.5%	48.8%	14.6%	2.4%	1	41	4.31					
14. In your opinion, does this University Librarian assist the librarians for whom she is responsible to function efficiently in their professional endeavours? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	0.0%	4.9%	9.8%	29.3%	46.3%	9.8%	2.4%	1	41	4.30					
15. Does this University Librarian implement policies effectively once they are established? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	0.0%	4.9%	22.0%	31.7%	31.7%	9.8%	2.4%	1	41	4.00					
16. Prior to making decisions, does the University Librarian consult in a fair and transparent way? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	0.0%	7.1%	11.9%	31.0%	45.2%	4.8%	0.0%	0	42	4.20					
17. How would you rate this University Librarian's effectiveness in communicating to librarians? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	0.0%	11.9%	11.9%	21.4%	52.4%	2.4%	0.0%	0	42	4.17					
18. Is this University Librarian reasonably accessible? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	0.0%	0.0%	9.8%	26.8%	58.5%	4.9%	2.4%	1	41	4.51					
19. In your opinion, does this University Librarian make good decisions? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	2.4%	7.1%	7.1%	28.6%	47.6%	7.1%	0.0%	0	42	4.21					
20. What is your assessment of the University Librarian regarding the financial management of the library? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	2.4%	4.8%	4.8%	23.8%	42.9%	21.4%	0.0%	0	42	4.27					
21. What is your assessment of the University Librarian regarding the quality of the work climate? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	7.1%	4.8%	9.5%	26.2%	50.0%	2.4%	0.0%	0	42	4.10					

Composite means for Section 3. Administrative Ability  
Librarians' rating of Talia Chung: 4.23

4. PERSONAL RELATIONS	Percentage of raters who selected responses:													Number responding	Means (excludes NA)
	1	2	3	4	5	NA	No answer								
22. Rate this University Librarian's fairness in relating to librarians: (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	0.0%	11.9%	9.5%	21.4%	50.0%	7.1%	0.0%	0	42	4.18					
23. Rate this University Librarian's fairness in relating to support staff: (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	2.4%	2.4%	7.1%	14.3%	45.2%	28.6%	0.0%	0	42	4.37					
24. Generally speaking, this University Librarian's rapport with librarians appears to be: (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	0.0%	4.9%	12.2%	36.6%	43.9%	2.4%	2.4%	1	41	4.23					
25. Does this University Librarian consider others' opinions and views? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	0.0%	2.4%	14.3%	31.0%	52.4%	0.0%	0.0%	0	42	4.33					
26. How does this University Librarian respond to criticism? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	4.9%	4.9%	14.6%	19.5%	46.3%	9.8%	2.4%	1	41	4.08					

Composite means for Section 4. Personal Relations  
Librarians' rating of Talia Chung: 4.23

5. OVERALL EVALUATIONS	Percentage of raters who selected responses:													Number responding	Means (excludes NA)
	1	2	3	4	5	NA	No answer								
27. Would you like to have this University Librarian re-appointed? (1) definitely not, (2) probably not, (3) indifferent, (4) probably yes, (5) definitely yes, NA	4.8%	7.1%	9.5%	14.3%	64.3%	0.0%	0.0%	0	42	4.26					
28. What is your overall rating of this University Librarian? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	4.8%	4.8%	11.9%	14.3%	64.3%	0.0%	0.0%	0	42	4.29					

Composite means for Section 5. Overall Evaluations  
Librarians' rating of Talia Chung: 4.27